[0102]   HUMAN CAPITAL MANAGEMENT INVENTORY
             AND POSITION MATCHING SYSTEM AND METHODS

[0103]   Abstract of the Invention

[0104]   A computer based human capital management system provides for collecting information from any combination of position applicants, employees, and reserve pool talent reflective of the position skills, performance, and requirements thereof. The quality of the collected information can be normalized by supervisory review.   The collected information is searchable by skill, performance, and other requirements with the search results being scored and ranked. The collected information may also be evaluated against a position specification establishing a weighting profile reflective of a position skills, performance, and requirements set presumed appropriate for a defined position. The position evaluation returns a scored and ranked list of candidates for the defined position, which can then be subjected to managerial review. Additional information can be requested as part of the managerial review, leading to a potential revision in the scored and ranked list of candidates.